

## Scarborough UTC Pupil Premium Strategy and Information 2018/19

### **Rationale**

The Pupil Premium provides resources for Scarborough UTC to put in to practice our vision of Technical Excellence, Employable Graduates thereby improving the life chances of every young person on our roll. It plays strongly on our Professional Values and those values and moral purpose that bring most teachers into the profession and should underpin the aims and driving force of leaders in this College.

The greatest challenge for our generation is to raise substantially the attainment of the disadvantaged, closing the persistent gap with the achievement of more fortunate young people. Key to meeting this challenge is the fundamentals set out below that:

- Teaching quality counts most and we should aim to get teaching to at least consistently good.
- Spending money on increasing leadership capacity and securing high quality professional development to ensure excellence are critical.
- Tackling educational disadvantage is a key element of the college improvement plan
- Having the highest of expectations

Having high expectations are about:

- Treating every learner as an individual. Knowing their back story to understand them, not to use as an excuse.
- Not using targets that put limits on learners. We need to be wary of the tyranny of focusing on C/D borderline when a pupil could have achieved more
- Seeing individuals with multiple barriers as superhuman. Higher expectations mean 'labels' don't stop people doing amazing things.
- The relentless pursuit of excellence.

### **OfSTED**

How we invest our pupil premium funding is an important element of the OfSTED inspection framework. OfSTED will want to see evidence and impact regarding the following:

- A general trend towards closing the attainment gap, within a context of generally improving attainment.
- All pupils including those eligible for the pupil premium being tracked and making at least good progress.
- Robust evaluation of any activity which is funded by the pupil premium.

- Clear justification of why the pupil premium has been spent as it has.

These are the active ingredients for success in achieving great outcomes for disadvantaged learners:

- The barriers to learning in Scarborough UTC are carefully identified.
- Pupil premium funded activity is appropriate for overcoming these barriers. Activities are carefully planned, delivered with quality and informed by evidence. They are normally time limited. Objectives are clear, ambitious and tight.
- Activity is closely monitored at regular milestones for both quality and impact. Changes are made as necessary.
- Leadership evaluates impact rigorously and unemotionally.

### **Identifying the pupils**

All students eligible for the pupil premium are identified through the use of a document – the pupil premium progress tracker. This is reviewed regularly by Directors of Subject in Subject meetings, as part of KS4 Achievement meetings and as part of the Learning Support Group Meetings.

## Scarborough UTC Pupil Premium Funding allocations

	2017 -18	2018-19
Number of FSM pupils eligible for the Pupil Premium	35 @ £935 = £32 725	37 @ £935 = £34 595
Number of looked after pupils eligible for the Pupil Premium	0	0
Number of service children eligible for the Pupil Premium	0	0
<b>Total</b>	<b>£32 725</b>	<b>£34 595</b>
<b>Total for 18/19</b>		<b>£67 320</b>
<b>Total spend from PP</b>		<b>£67 320</b>



A. Getting ready to Learn

B. Academic attainment, achievement & progress

C. Enrichment

Area of Spend	Total Budgeted Cost	Contribution from Pupil Premium	Description of Intervention	Impact of Intervention
<b>A. Getting ready to Learn</b>				
Pastoral Managers (PM) 2 x KS4 PM	£47 000	£10 810	The pastoral manager is employed to provide pastoral support for KS4 students to enable them to focus on learning and thus maximising their progress in the classroom. The PMs work with senior leaders to monitor attendance, punctuality, and any barriers to learning and home issues. Through the use of a detailed additional needs register the PM is able to plan interventions and focus on vulnerable groups. Pupils eligible for the pupil premium are identified within year groups to facilitate support from the PM. PM liaises with the Director of English and Literacy Coordinator to ensure that interventions for low levels of literacy have impact.	Attendance targets for individual pupils are ambitious at 96.5%.  Early interventions for PP students supports students achievement of these targets  Early help work ensures pastoral barriers to learning are addressed early and students are able to remain engaged in their learning and so achieve.
Teaching Assistant (TA)	£18,000	£4140	The teaching assistant will work with identified PP and non-PP students to raise their reading age. Strategies used will includes LEXIA and Thinking Reading.	Raise reading age and so improve engagement and access to the curriculum.
Vice principal (pastoral)	£80,000 (total) £(% of overall cost of Vice Principal)	£10 000	Leadership and pastoral support for the PMs and the team of tutors in each year group. Supporting a range of interventions around attendance, conduct and achievement.	Effective senior leadership ensures pastoral barriers to learning are addressed early and students are able to remain engaged in their learning and so achieve.
Uniform and other financially related support	£2,500 (£1,000 spent in 2017/18,	£1 000	FSM students entitled to help with uniform – a key factor in ensuring that all students feel equal and part of college.	All students able to fully take part in College life.

	increase factored in)			
Positive Mentoring support	As part of employer sponsor support for the UTC		Targeted mentoring support for students in KS4 requiring support with aspirations and self-esteem with a focus on those students eligible for FSM.	Self-esteem and aspirations are raised thus supporting these young people to become more engaged in their learning and thus making greater progress (students to achieve their base targets).
Counselling	£6,600 (based on 40 weeks @ £165 per week)	£1 518		

#### B. Academic attainment, achievement & progress

Area of Spend	Total Budgeted Cost	Contribution from Pupil Premium	Description of Intervention	Impact of Intervention
Director of subject roles	£232,000 (4 x DofS)	£29 000	Increasing leadership capacity in each subject area by creating four Director of Subject roles to ensure excellence.	Aim to get teaching to at least consistently good - 70% of lesson will be typically good or better.  Students eligible for FSM achievement is better than or in line with non-pupil premium national standards. Interventions help to close the gap, between FSM and non FSM students.
Reading support resources	£3,800	£874	Implement reading support resources to support reading interventions including paired readers. (LEXIA)	Increase in confidence and engagement with learning for targeted students and

				an improvement in reading ages
Teaching and Learning – staff training and support	£8 000 (associated costs – no actual expenditure)	No contribution required.	All staff to attend CPL each Monday PM – these sessions are focused on improving quality of teaching in lessons focusing on differentiation and the way that feedback is given to students. These two areas are identified as being in the top ten of factors which affect student achievement. Part of the focus of these sessions is how to close the gap between students eligible for Free School Meals and their peers.	70% of lesson will be typically good or better.  Students eligible for FSM achievement is better than or in line with non-pupil premium national standards. Interventions help to close the gap, between FSM and non FSM students.
One to one tutors in English and Mathematics	Overall cost to be confirmed.	£5 953	Identify high quality tutors in maths and English to provided 1 to 1 intervention with PP students who are below their base target	Raise confidence and so attainment for identified underachieving PP students in the basics to narrow the attainment gap.
<b>Area of Spend</b>	<b>Total Budgeted Cost</b>	<b>Contribution from Pupil Premium</b>	<b>Description of Intervention</b>	<b>Impact of Intervention</b>
<b>C. Enrichment</b>				
Careers Education Information Advice and Guidance	£8,000	Funded from NCOP grant	Careers advisor supports students with choices throughout college and works with Year 11 students including PP to provide expert guidance . Expert IAG means that students are better able to set their own goals and plan for the future, understanding how to make their education work for them.	No students not in education, employment or training (NEET) at the end of year 11, 12 and 13. Students with high aspirations clearly informed about how to achieve these goals.
Educational visits	£1 250	£2 875	Provide financial support as required for PP students to enable them to access the range of educational visits provided at the College	All PP students are included in the full range of The GM curriculum

Enrichment activities	£5,000	£1 150	Range of sports and other extra-curricular activities including D of E and CCF (leadership roles investment for these two activities from Sept. 2018).	Designed to support students including PP to engage with the UTC ethos, develop a range of employability skills which will support future progression and employment opportunities
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